

ARTICLE 7
MATTERS APPROPRIATE FOR NEGOTIATION
DURING TERM OF THIS AGREEMENT

Section 1: Negotiable Subjects.

It is agreed and understood that matters appropriate for negotiation between the parties are the personnel policies, programs, and procedures relating to working conditions that affect bargaining unit employees.

Section 2: Changed Working Conditions.

It is further recognized that this Agreement is not all-inclusive and the fact that certain working conditions have not been specifically covered in the Agreement shall not alleviate the responsibility for either party to consult or negotiate with the other on any changes to working conditions initiated by IHSHQE which are negotiable.

Section 3: Legal Compliance.

It is agreed and understood by IHSHQE and UNION that nothing in this Agreement shall conflict with applicable law or regulation of the Federal Government.

Section 4: Effect on Prior Local Agreements.

- a. It is agreed and understood by the parties that this Agreement will supersede any procedures, practices or regulations that are in conflict with the provisions of this Agreement.
- b. The provision of Section 3 of this Article does not apply to agreements or settlements arising from grievances, unfair labor practices, or other appeal procedures unless in conflict with provisions of this Agreement or the contractual language upon which they are based has been changed.